

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
February 2016



Richard A. Hite
Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351	317	311	340	275	333					2325
Number of Complaints Drafted	140	164	143	146	141	125	100	150					959
% of inquiries drafted	41%	42%	41%	46%	45%	37%	36%	45%					42%
Employment	208	232	203	216	229	207	158	208					1661
Housing (Real Estate)	58	65	58	43	42	50	48	48					412
Public Accommodation	44	40	41	14	23	37	33	25					257
Credit	1	3	1	2	0	1	0	0					8
Education	9	17	14	4	7	13	5	17					86
Unknown	19	35	34	38	10	32	31	35					234
Number of Complaints Formalized	86	67	70	73	71	57	68	74					566
Employment	56	42	50	58	54	47	39	55					401
Transferred from EEOC*	2	6	7	13	11	11	3	12					75
Housing (Real Estate)	13	13	13	12	9	9	23	14					106
Transferred from HUD**	2	0	1	3	1	1	3	3					14
Public Accommodation	15	10	5	3	7	1	6	3					50
Credit	0	0	0	0	0	0	0	0					0
Education	2	2	2	0	1	0	0	2					9

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390	310	311	340	399	353					2788
Region 1	33	32	51	33	42	32	38	27					288
Region 2	22	30	40	30	18	26	35	25					226
Region 3	17	20	23	17	19	25	28	24					173
Region 4	13	14	11	16	6	9	18	14					101
Region 5	147	169	173	127	135	150	170	162					1233
Region 6	36	25	20	25	26	34	34	37					237
Region 7	16	6	10	12	10	17	10	12					93
Region 8	17	27	20	27	21	19	32	23					186
Region 9	19	35	39	22	20	18	18	20					194
Unknown/Out of State	2	5	3	1	13	10	16	9					59

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%	11%	11%	11%	11%	10%					10%
Housing (Real Estate)	7%	10%	3%	0%	0%	1%	8%	0%					4%
Public Accommodation	8%	11%	7%	13%	26%	35%	44%	25%					21%
Credit	50%	50%	0%	0%	0%	0%	0%	0%					12%
Education	15%	16%	16%	24%	22%	46%	50%	22%					26%
Open Cases by Area													
Employment	779	722	705	701	678	683	700	615					
Housing (Real Estate)	75	85	89	90	90	94	106	102					
Public Accommodation	153	152	152	147	147	148	154	148					
Credit	4	3	3	3	3	3	3	3					
Education	47	48	50	48	46	46	43	44					

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80	93	83	79	42	30	184					459
Employment	43	70	72	63	59	34	16	153					357
Housing (Real Estate)	5	4	7	11	10	7	11	22					55
Public Accommodation	4	5	10	6	7	1	0	9					24
Education	0	0	4	2	3	0	3	0					12
Credit	0	1	0	0	0	0	0	0					1
Type of Closure													
NPC	34	56	80	72	59	35	14	155					350
CWS	12	16	10	8	12	4	5	10					67
CW	0	3	0	2	1	0	2	7					8
AD	6	5	3	1	2	1	5	6					23
FO	5	4	0	0	3	1	4	0					17

*ADR Settlements								\$56,700					\$56,700
------------------	--	--	--	--	--	--	--	----------	--	--	--	--	----------

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7	6	5	2	4	6					33
Employment	1	0	5	5	2	1	0	0					14
Housing (Real Estate)	0	2	2	1	3	1	4	6					19
Public Accommodation	0	0	0	0	0	0	0	0					0
Education	0	0	0	0	0	0	0	0					0
Credit	0	0	0	0	0	0	0	0					0
Active Cases													
Employment	28	29	32	34	35	37	36	34					
Housing (Real Estate)	15	19	19	19	20	19	22	24					
Public Accommodation	5	5	5	5	4	4	4	2					
Education	5	5	5	5	5	5	5	5					
Credit	0	0	0	0	0	0	0	0					
Average Age of Cases since NOF*	484	460	473	471	475	492	502	504					

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Latina Morris v Evansville Housing Authority/John F. Kennedy Towers is a housing case based on familial status discrimination. The Complainant alleges that Respondent refused to add her foster children to the lease.

Carolyn McGuffin v Carolyn Smitley & Smitley Family Trust is a housing case alleging discrimination based on disability. The Complainant alleges that Respondent made discriminatory statements demonstrating a preference for tenants without disabilities. The Complainant also alleges that Respondent subjected her to discriminatory rental terms, conditions or privileges because of her disability. The third issue alleged is that Respondent threatened or attempted to evict the Complainant because of her disability.

Amy Nelson, Executive Director of the Fair Housing Center of Central Indiana v Carolyn Smitley & Smitley Family Trust a housing case based on disability and familial status. The first issue alleged is that Respondent made discriminatory remarks demonstrating a preference for tenants with disabilities and / or tenants without children. The second issue alleged is that Respondent imposed discriminatory rental terms, conditions or privileges on the basis of disability. The third issue alleged is that Respondent threatened or attempted to evict an individual on the basis of disability.

John Chubb v Fike Investments, LLC / Jim and Kim Fike, owners is a housing case based on disability. This case has a mixed finding. The first issue alleged resulted in a Reasonable Cause. Complainant alleges that Respondent unreasonably denied his request for a reasonable accommodation. The second issue alleged resulted in a No Reasonable Cause Finding. Complainant alleged that Respondent threatened or attempted to evict him based on disability.

There were two revised Notice of Findings and Issuance of Charge:

1. Latina Morris v Evansville Housing Authority / John F. Kennedy Towers
2. John Chubb v Fike Investments, LLC / Jim and Kim Fike, owners – the appeal language for the No Reasonable Cause was not included

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

No final orders for this month

Articles of Interest:

[The ICRC welcomes new E.D., Rick Hite](#) 2/29/16

[ICRC to host 2016 Indiana Fair Housing Conference](#) 2/16/16